

## 8380 Department of Human Resources

Effective July 1, 2012, the Department of Personnel Administration's (DPA) organization code (8380) will be utilized for the new Department of Human Resources (CalHR). See Major Program Changes below. The following descriptions represent CalHR as it will exist starting July 1, 2012. The years prior to July 1, 2012 represent the former DPA program structure.

CalHR is responsible for managing the State's personnel functions and represents the Governor as the "employer" in all matters concerning state employer-employee relations. CalHR is responsible for issues related to recruitment, selection, salaries, benefits, position classification, and provides a variety of training and consultation services to state departments and local agencies. CalHR's main objectives are to:

- Manage examinations, salaries, benefits, position classification, training and all other aspects of state employment other than those areas assigned to the State Personnel Board (SPB) under the civil service provisions of Article VII of the California Constitution.
- Represent the Governor in collective bargaining with unions representing rank and file state employees.
- Set salaries and benefits for employees excluded from collective bargaining and employees exempted from civil service.
- Serve as the sole fiduciary and administrative body for the Savings Plus Program (defined contribution program for full-time and part-time state employees).
- Provide legal representation to state agencies for appeals of disciplinary actions and labor relations matters.
- Hold ex-officio membership to the 13-member Board of Administration of the California Public Employees' Retirement System.

### 3-YR EXPENDITURES AND PERSONNEL YEARS

|  | Personnel Years |              |              | Expenditures    |                 |                 |
|--|-----------------|--------------|--------------|-----------------|-----------------|-----------------|
|  | 2010-11         | 2011-12      | 2012-13      | 2010-11*        | 2011-12*        | 2012-13*        |
| 10.10 Human Resource Management                          | -               | -            | 167.1        | \$-             | \$-             | \$26,416        |
| 20.20 Local Government Services                          | -               | -            | 0.5          | -               | -               | 2,598           |
| 30 Personnel Management                                  | 114.3           | 110.1        | -            | 18,885          | 15,648          | -               |
| 40.01 Administration                                     | 36.6            | 40.0         | 59.7         | 3,603           | 4,256           | 7,353           |
| 40.02 Distributed Administration                         | -               | -            | -            | -3,603          | -4,256          | -6,391          |
| 54 Benefits Administration                               | 55.8            | 67.9         | 65.1         | 22,211          | 27,484          | 27,653          |
| 99 Benefit Payments                                      | -               | -            | -            | 30,589          | 36,503          | 36,503          |
| <b>TOTALS, POSITIONS AND EXPENDITURES (All Programs)</b> | <b>206.7</b>    | <b>218.0</b> | <b>292.4</b> | <b>\$71,685</b> | <b>\$79,635</b> | <b>\$94,132</b> |
| <b>FUNDING</b>   |                 |              |              | <b>2010-11*</b> | <b>2011-12*</b> | <b>2012-13*</b> |
| 0001 General Fund  |                 |              |              | \$7,398         | \$6,410         | \$8,177         |
| 0821 Flexelect Benefit Fund                              |                 |              |              | 20,771          | 27,698          | 27,654          |
| 0915 Deferred Compensation Plan Fund                     |                 |              |              | 11,449          | 14,888          | 14,785          |
| 0995 Reimbursements                                      |                 |              |              | 18,018          | 17,731          | 28,867          |
| 8008 State Employees' Pretax Parking Fund                |                 |              |              | 1,506           | 1,400           | 1,400           |
| 8049 Vision Care Program for State Annuitants Fund       |                 |              |              | 9,010           | 8,784           | 8,784           |
| 9740 Central Service Cost Recovery Fund                  |                 |              |              | 3,533           | 2,724           | 4,465           |
| <b>TOTALS, EXPENDITURES, ALL FUNDS</b>                   |                 |              |              | <b>\$71,685</b> | <b>\$79,635</b> | <b>\$94,132</b> |

Note that the expenditures for funds 0821, 8008, and 8049 include unclassified expenditures for benefit payments, which are detailed in the Detail of Appropriations and Adjustments.

### LEGAL CITATIONS AND AUTHORITY

#### DEPARTMENT AUTHORITY

Government Code, Title 1, Division 4, Chapters 10.3 and 10.5; Government Code, Title 2, Division 5, Part 2 and 2.6; and California Code of Regulations, Title 2, Division 1, Chapter 3.

### MAJOR PROGRAM CHANGES

- Effective July 1, 2012, the Governor's Reorganization Plan Number One of 2011 will consolidate DPA and the operational functions of SPB into CalHR. SPB will retain its policy-setting function over the merit system, review disciplinary appeals and other merit-related appeals, and conduct departmental audits to ensure compliance with the merit system.

See Item 1880 for the old SPB budget display and Item 8390 for the new SPB budget display.

\* Dollars in thousands, except in Salary Range.

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### DETAILED BUDGET ADJUSTMENTS

|   | 2011-12*        |                 |                 | 2012-13*        |                 |                 |
|---|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|   | General Fund    | Other Funds     | Personnel Years | General Fund    | Other Funds     | Personnel Years |
| <b>Workload Budget Adjustments</b>                          |                 |                 |                 |                 |                 |                 |
| <b>Workload Budget Change Proposals</b>                     |                 |                 |                 |                 |                 |                 |
| • 21st Century Project                                      | \$-             | \$-             | -               | \$-             | \$279           | 2.8             |
| • Workforce Cap True-Up Adjustment                          | -               | -               | -2.4            | -               | -               | -2.4            |
| <b>Totals, Workload Budget Change Proposals</b>             | <b>\$-</b>      | <b>\$-</b>      | <b>-2.4</b>     | <b>\$-</b>      | <b>\$279</b>    | <b>0.4</b>      |
| <b>Other Workload Budget Adjustments</b>                    |                 |                 |                 |                 |                 |                 |
| • Employee Compensation Adjustments                         | -\$48           | -\$196          | -               | \$15            | \$63            | -               |
| • Retirement Rate Adjustment                                | 46              | 120             | -               | 46              | 120             | -               |
| • Limited Term Positions/Expiring Programs                  | -               | -               | -               | -               | -279            | -2.8            |
| • Carryover/Reappropriation                                 | -               | -               | -               | 931             | -               | -               |
| • Operational Efficiency Plan                               | -2,565          | -3,709          | -11.3           | -2,620          | -3,784          | -12.3           |
| • Cell Phone Reductions                                     | -4              | -15             | -               | -3              | -16             | -               |
| <b>Totals, Other Workload Budget Adjustments</b>            | <b>-\$2,571</b> | <b>-\$3,800</b> | <b>-11.3</b>    | <b>-\$1,631</b> | <b>-\$3,896</b> | <b>-15.1</b>    |
| <b>Totals, Workload Budget Adjustments</b>                  | <b>-\$2,571</b> | <b>-\$3,800</b> | <b>-13.7</b>    | <b>-\$1,631</b> | <b>-\$3,617</b> | <b>-14.7</b>    |
| <b>Policy Adjustments</b>                                   |                 |                 |                 |                 |                 |                 |
| • Governor's Reorganization Plan Number One (SPB-CALHR)     | \$-             | \$-             | -               | \$1,663         | \$12,855        | 84.8            |
| • Governor's Reorganization Plan Number One (DPA Reduction) | -               | -               | -               | -224            | -872            | -10.4           |
| <b>Totals, Policy Adjustments</b>                           | <b>\$-</b>      | <b>\$-</b>      | <b>-</b>        | <b>\$1,439</b>  | <b>\$11,983</b> | <b>74.4</b>     |
| <b>Totals, Budget Adjustments</b>                           | <b>-\$2,571</b> | <b>-\$3,800</b> | <b>-13.7</b>    | <b>-\$192</b>   | <b>\$8,366</b>  | <b>59.7</b>     |

### PROGRAM DESCRIPTIONS

#### 10 - HUMAN RESOURCE MANAGEMENT (10.10)

The Division's main objectives are as follows:

- Provide human resource services, including the development of policy relative to classification and compensation standards; consult with departments and agencies on position allocation, effective personnel management practices, workforce planning, and statewide training.
- Administer the Dymally-Alatorre Bilingual Services Act; test development and validation; exam administration; on-line exam and certification system; provide statewide equal employment opportunity policy and guidance; provide medical and psychological screening services; and maintain a listing of certified administrative hearing and medical examination interpreters for use in California hearings and proceedings.
- Represent the Governor as the "employer" in contract negotiations with the state's 21 bargaining units and set pay and benefits for employees excluded from the collective bargaining process including supervisors, managers, executives, and confidential employees.
- Represent the Governor, state agencies, and departments, in all matters pertaining to labor relations, personnel and discipline, wage and hour claims, and employment law.

#### 20 - LOCAL GOVERNMENT SERVICES (20.20)

This program provides direction and assistance to local, grant-aided agencies to ensure that their personnel programs are operated efficiently and continue to qualify for federal funds.

#### 40 - ADMINISTRATION

The Administrative Services Division provides internal support and service to the Department's line programs and the SPB including fiscal, human resources, contract, procurement, information technology, and telecommunications services.

#### 54 - BENEFITS

The Benefits Division designs, acquires, and administers a comprehensive employee benefit package designed to assist the state in attracting and retaining a qualified and diversified workforce. Benefits include health, dental, vision, employee

\* Dollars in thousands, except in Salary Range.

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assistance, life insurance, long-term disability insurance, and legal services. The Division also manages the master service agreement with the State Compensation Insurance Fund to provide for the state's workers' compensation program. The Savings Plus Program administers a tax-deferred savings program for all state employees to supplement retirement through various programs.

## DETAILED EXPENDITURES BY PROGRAM

|  |                                    | 2010-11*        | 2011-12*        | 2012-13*        |
|--|------------------------------------|-----------------|-----------------|-----------------|
| <b>PROGRAM REQUIREMENTS</b>            |                                    |                 |                 |                 |
| <b>10.10 HUMAN RESOURCE MANAGEMENT</b> |                                    |                 |                 |                 |
| <b>State Operations:</b>               |                                    |                 |                 |                 |
| 0001                                   | General Fund                       | \$-             | \$-             | \$7,159         |
| 0995                                   | Reimbursements                     | -               | -               | 14,792          |
| 9740                                   | Central Service Cost Recovery Fund | -               | -               | 4,465           |
| <b>Totals, State Operations</b>        |                                    | <b>\$-</b>      | <b>\$-</b>      | <b>\$26,416</b> |
| <b>PROGRAM REQUIREMENTS</b>            |                                    |                 |                 |                 |
| <b>20.20 LOCAL GOVERNMENT SERVICES</b> |                                    |                 |                 |                 |
| <b>State Operations:</b>               |                                    |                 |                 |                 |
| 0995                                   | Reimbursements                     | \$-             | \$-             | \$2,598         |
| <b>Totals, State Operations</b>        |                                    | <b>\$-</b>      | <b>\$-</b>      | <b>\$2,598</b>  |
| <b>PROGRAM REQUIREMENTS</b>            |                                    |                 |                 |                 |
| <b>30 PERSONNEL MANAGEMENT</b>         |                                    |                 |                 |                 |
| <b>State Operations:</b>               |                                    |                 |                 |                 |
| 0001                                   | General Fund                       | \$7,136         | \$5,801         | \$-             |
| 0915                                   | Deferred Compensation Plan Fund    | -               | 139             | -               |
| 0995                                   | Reimbursements                     | 8,269           | 6,984           | -               |
| 9740                                   | Central Service Cost Recovery Fund | 3,480           | 2,724           | -               |
| <b>Totals, State Operations</b>        |                                    | <b>\$18,885</b> | <b>\$15,648</b> | <b>\$-</b>      |
| <b>ELEMENT REQUIREMENTS</b>            |                                    |                 |                 |                 |
| <b>30.01 Personnel Management</b>      |                                    | <b>\$15,502</b> | <b>\$15,517</b> | <b>\$-</b>      |
| <b>State Operations:</b>               |                                    |                 |                 |                 |
| 0001                                   | General Fund                       | 5,437           | 5,746           | -               |
| 0915                                   | Deferred Compensation Plan Fund    | -               | 139             | -               |
| 0995                                   | Reimbursements                     | 8,269           | 6,984           | -               |
| 9740                                   | Central Service Cost Recovery Fund | 1,796           | 2,648           | -               |
| <b>30.02 HR Modernization</b>          |                                    | <b>\$3,382</b>  | <b>\$130</b>    | <b>\$-</b>      |
| <b>State Operations</b>                |                                    |                 |                 |                 |
| 0001                                   | General Fund                       | 1,698           | 55              | -               |
| 9740                                   | Central Service Cost Recovery Fund | 1,684           | 75              | -               |
| <b>PROGRAM REQUIREMENTS</b>            |                                    |                 |                 |                 |
| <b>40 ADMINISTRATION</b>               |                                    |                 |                 |                 |
| <b>State Operations:</b>               |                                    |                 |                 |                 |
| 0995                                   | Reimbursements                     | \$-             | \$-             | \$962           |
| <b>Totals, State Operations</b>        |                                    | <b>\$-</b>      | <b>\$-</b>      | <b>\$962</b>    |
| <b>PROGRAM REQUIREMENTS</b>            |                                    |                 |                 |                 |
| <b>54 BENEFITS ADMINISTRATION</b>      |                                    |                 |                 |                 |
| <b>State Operations:</b>               |                                    |                 |                 |                 |
| 0001                                   | General Fund                       | \$262           | \$609           | \$1,018         |
| 0821                                   | Flexelect Benefit Fund             | 698             | 1,379           | 1,335           |
| 0915                                   | Deferred Compensation Plan Fund    | 11,449          | 14,749          | 14,785          |
| 0995                                   | Reimbursements                     | 9,749           | 10,747          | 10,515          |
| 9740                                   | Central Service Cost Recovery Fund | 53              | -               | -               |

\* Dollars in thousands, except in Salary Range.

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|   | 2010-11*        | 2011-12*        | 2012-13*        |
|---|-----------------|-----------------|-----------------|
| <b>Totals, State Operations</b>                 | <b>\$22,211</b> | <b>\$27,484</b> | <b>\$27,653</b> |
| <b>PROGRAM REQUIREMENTS</b>                     |                 |                 |                 |
| <b>99 BENEFIT PAYMENTS</b>                      |                 |                 |                 |
| <b>Unclassified:</b>                            |                 |                 |                 |
| 8021 Flexelect Benefit Fund                     | \$20,073        | \$26,319        | \$26,319        |
| 8008 State Employees' Pretax Parking Fund       | 1,506           | 1,400           | 1,400           |
| 8049 Vision Care Program for State Annuity Fund | 9,010           | 8,784           | 8,784           |
| <b>Totals, Unclassified</b>                     | <b>\$30,589</b> | <b>\$36,503</b> | <b>\$36,503</b> |
| <b>TOTALS, EXPENDITURES</b>                     |                 |                 |                 |
| State Operations                                | 41,096          | 43,132          | 57,629          |
| Unclassified                                    | 30,589          | 36,503          | 36,503          |
| <b>Totals, Expenditures</b>                     | <b>\$71,685</b> | <b>\$79,635</b> | <b>\$94,132</b> |

## EXPENDITURES BY CATEGORY

| 1 State Operations  | Positions/Personnel Years |              |              | Expenditures    |                 |                 |
|---|---------------------------|--------------|--------------|-----------------|-----------------|-----------------|
|   | 2010-11                   | 2011-12      | 2012-13      | 2010-11*        | 2011-12*        | 2012-13*        |
| PERSONAL SERVICES   |                           |              |              |                 |                 |                 |
| Authorized Positions (Equals Sch. 7A)                                   | 206.7                     | 245.0        | 242.0        | \$13,949        | \$16,830        | \$17,404        |
| Total Adjustment  | -                         | -15.5        | 65.8         | -               | -1,199          | 4,072           |
| Estimated Salary Savings  | -                         | -11.5        | -15.4        | -               | -773            | -1,055          |
| <b>Net Totals, Salaries and Wages</b>                                   | <b>206.7</b>              | <b>218.0</b> | <b>292.4</b> | <b>\$13,949</b> | <b>\$14,858</b> | <b>\$20,421</b> |
| Staff Benefits  | -                         | -            | -            | 4,940           | 6,295           | 8,857           |
| <b>Totals, Personal Services</b>  | <b>206.7</b>              | <b>218.0</b> | <b>292.4</b> | <b>\$18,889</b> | <b>\$21,153</b> | <b>\$29,278</b> |
| OPERATING EXPENSES AND EQUIPMENT  |                           |              |              | \$22,207        | \$21,979        | \$28,351        |
| <b>TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)</b> |                           |              |              | <b>\$41,096</b> | <b>\$43,132</b> | <b>\$57,629</b> |

## 4 Unclassified

|   | Expenditures    |                 |                 |
|---|-----------------|-----------------|-----------------|
|   | 2010-11*        | 2011-12*        | 2012-13*        |
| Flexelect Benefit Fund                                | \$20,073        | \$26,319        | \$26,319        |
| State Employees' Pretax Parking Fund                  | 1,506           | 1,400           | 1,400           |
| Vision Care Fund                                      | 9,010           | 8,784           | 8,784           |
| <b>TOTALS, EXPENDITURES, ALL FUNDS (Unclassified)</b> | <b>\$30,589</b> | <b>\$36,503</b> | <b>\$36,503</b> |

## DETAIL OF APPROPRIATIONS AND ADJUSTMENTS

| 1 STATE OPERATIONS  | 2010-11* | 2011-12* | 2012-13* |
|---|----------|----------|----------|
| 0001 General Fund   |          |          |          |
| APPROPRIATIONS  |          |          |          |
| 001 Budget Act appropriation                                | \$7,531  | \$6,631  | \$7,246  |
| Allocation for employee compensation                        | 21       | 8        | -        |
| Adjustment per Section 3.60                                 | 121      | 46       | -        |
| Adjustment per Section 3.90                                 | -270     | -56      | -        |
| Adjustment per Section 3.90(b)                              | -61      | -        | -        |
| Adjustment per Section 3.91                                 | -307     | -        | -        |
| Adjustment per Section 3.91 (b) Cell Phone Reductions       | -        | -4       | -        |
| Adjustment per Section 3.91 (b) Operational Efficiency Plan | -        | -270     | -        |

\* Dollars in thousands, except in Salary Range.

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| 1 STATE OPERATIONS   | 2010-11*        | 2011-12*        | 2012-13*        |
|--|-----------------|-----------------|-----------------|
| Adjustment per Section 15.30   | -54             | -               | -               |
| 002 Budget Act appropriation   | 2,737           | 2,350           | -               |
| Allocation for employee compensation   | 3               | -               | -               |
| Adjustment per Section 3.60  | 21              | -               | -               |
| Adjustment per Section 3.90  | -42             | -               | -               |
| Adjustment per Section 3.90(b)   | -29             | -               | -               |
| Adjustment per Section 3.91  | -57             | -               | -               |
| Adjustment per Section 3.91 (a)  | -               | -2,295          | -               |
| Adjustment per Section 15.30   | -32             | -               | -               |
| Prior year balances available:   |                 |                 |                 |
| Item 8380-001-0001, Budget Act of 2010, as proposed reappropriated by Item 8380-490, | -               | -               | 931             |
| Budget Act of 2012   | -               | -               | -               |
| <b>Totals Available</b>  | <b>\$9,582</b>  | <b>\$6,410</b>  | <b>\$8,177</b>  |
| Unexpended balance, estimated savings  | -2,184          | -               | -               |
| <b>TOTALS, EXPENDITURES</b>  | <b>\$7,398</b>  | <b>\$6,410</b>  | <b>\$8,177</b>  |
| <b>0821 Flexelect Benefit Fund</b>   |                 |                 |                 |
| APPROPRIATIONS   |                 |                 |                 |
| 001 Budget Act appropriation   | \$1,276         | \$1,380         | \$1,335         |
| Allocation for employee compensation   | 3               | 1               | -               |
| Adjustment per Section 3.60  | 12              | 2               | -               |
| Adjustment per Section 3.90  | -22             | -4              | -               |
| Adjustment per Section 3.91  | -32             | -               | -               |
| <b>Totals Available</b>  | <b>\$1,237</b>  | <b>\$1,379</b>  | <b>\$1,335</b>  |
| Unexpended balance, estimated savings  | -539            | -               | -               |
| <b>TOTALS, EXPENDITURES</b>  | <b>\$698</b>    | <b>\$1,379</b>  | <b>\$1,335</b>  |
| <b>0915 Deferred Compensation Plan Fund</b>  |                 |                 |                 |
| APPROPRIATIONS   |                 |                 |                 |
| 001 Budget Act appropriation   | \$15,151        | \$15,028        | \$14,785        |
| Allocation for employee compensation   | 13              | 6               | -               |
| Adjustment per Section 3.60  | 69              | 17              | -               |
| Adjustment per Section 3.90  | -148            | -37             | -               |
| Adjustment per Section 3.91  | -185            | -               | -               |
| Adjustment per Section 3.91 (b) Operational Efficiency Plan                          | -               | -126            | -               |
| <b>Totals Available</b>  | <b>\$14,900</b> | <b>\$14,888</b> | <b>\$14,785</b> |
| Unexpended balance, estimated savings  | -3,451          | -               | -               |
| <b>TOTALS, EXPENDITURES</b>  | <b>\$11,449</b> | <b>\$14,888</b> | <b>\$14,785</b> |
| <b>0995 Reimbursements</b>   |                 |                 |                 |
| APPROPRIATIONS   |                 |                 |                 |
| Reimbursements   | \$18,018        | \$17,731        | \$28,867        |
| <b>9740 Central Service Cost Recovery Fund</b>                                       |                 |                 |                 |
| APPROPRIATIONS   |                 |                 |                 |
| 001 Budget Act appropriation   | \$2,687         | \$2,924         | \$4,465         |
| Allocation for employee compensation   | 9               | 6               | -               |
| Adjustment per Section 3.60  | 50              | 33              | -               |
| Adjustment per Section 3.90  | -100            | -40             | -               |
| Adjustment per Section 3.91  | -150            | -               | -               |
| Adjustment per Section 3.91 (b and d)  | -               | -273            | -               |
| Adjustment per Section 3.91 (b) Cell Phone Reductions                                | -               | -1              | -               |
| 002 Budget Act appropriation   | 2,976           | 3,287           | -               |

\* Dollars in thousands, except in Salary Range.

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| 1 STATE OPERATIONS   | 2010-11*        | 2011-12*        | 2012-13*        |
|--|-----------------|-----------------|-----------------|
| Allocation for employee compensation                                       | 3               | -               | -               |
| Adjustment per Section 3.60  | 23              | -               | -               |
| Adjustment per Section 3.90  | -45             | -               | -               |
| Adjustment per Section 3.91  | -62             | -               | -               |
| Adjustment per Section 3.91 (a)  | -               | -3,212          | -               |
| <b>Totals Available</b>  | <b>\$5,391</b>  | <b>\$2,724</b>  | <b>\$4,465</b>  |
| Unexpended balance, estimated savings                                      | -1,858          | -               | -               |
| <b>TOTALS, EXPENDITURES</b>  | <b>\$3,533</b>  | <b>\$2,724</b>  | <b>\$4,465</b>  |
| <b>TOTALS, EXPENDITURES, ALL FUNDS (State Operations)</b>                  | <b>\$41,096</b> | <b>\$43,132</b> | <b>\$57,629</b> |
| <br>   |                 |                 |                 |
| 4 UNCLASSIFIED   | 2010-11*        | 2011-12*        | 2012-13*        |
| <b>0821 Flexelect Benefit Fund</b>   |                 |                 |                 |
| APPROPRIATIONS   |                 |                 |                 |
| Government Code Sec 1156 (claims paid)                                     | \$20,073        | \$26,319        | \$26,319        |
| <b>TOTALS, EXPENDITURES</b>  | <b>\$20,073</b> | <b>\$26,319</b> | <b>\$26,319</b> |
| <b>8008 State Employees' Pretax Parking Fund</b>                           |                 |                 |                 |
| APPROPRIATIONS   |                 |                 |                 |
| Government Code Section 1156.1   | \$1,506         | \$1,400         | \$1,400         |
| <b>TOTALS, EXPENDITURES</b>  | <b>\$1,506</b>  | <b>\$1,400</b>  | <b>\$1,400</b>  |
| <b>8049 Vision Care Program for State Annuitants Fund</b>                  |                 |                 |                 |
| APPROPRIATIONS   |                 |                 |                 |
| Government Code Section 22959.6  | \$9,010         | \$8,784         | \$8,784         |
| <b>TOTALS, EXPENDITURES</b>  | <b>\$9,010</b>  | <b>\$8,784</b>  | <b>\$8,784</b>  |
| <b>TOTALS, EXPENDITURES, ALL FUNDS (Unclassified)</b>                      | <b>\$30,589</b> | <b>\$36,503</b> | <b>\$36,503</b> |
| <b>TOTALS, EXPENDITURES, ALL FUNDS (State Operations and Unclassified)</b> | <b>\$71,685</b> | <b>\$79,635</b> | <b>\$94,132</b> |

## FUND CONDITION STATEMENTS

|   | 2010-11* | 2011-12* | 2012-13* |
|---|----------|----------|----------|
| <b>0821 Flexelect Benefit Fund <sup>N</sup></b>                     |          |          |          |
| BEGINNING BALANCE   | \$9,015  | \$9,666  | \$5,498  |
| Prior year adjustments  | 1,750    | -        | -        |
| Adjusted Beginning Balance  | \$10,765 | \$9,666  | \$5,498  |
| REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS                          |          |          |          |
| Revenues:   |          |          |          |
| 250300 Surplus Money Investments                                    | 55       | 61       | 67       |
| 216100 Fees and Licenses (Administrative Fees)                      | 806      | 922      | 968      |
| 261900 Escheat of Unclaimed Checks                                  | 2        | 2        | 2        |
| 221100 Other:   |          |          |          |
| Employee Contributions - Health Care                                | 11,489   | 13,758   | 15,134   |
| Employee Contributions - Dependent Care                             | 7,321    | 8,789    | 9,668    |
| Total Revenues, Transfers, and Other Adjustments                    | \$19,673 | \$23,532 | \$25,839 |
| Total Resources   | \$30,438 | \$33,198 | \$31,337 |
| EXPENDITURES AND EXPENDITURE ADJUSTMENTS                            |          |          |          |
| Expenditures:   |          |          |          |
| 0840 State Controller (State Operations)                            | -        | 2        | 2        |
| 8380 Department of Human Resources                                  |          |          |          |
| State Operations  | 698      | 1,379    | 1,335    |
| Unclassified  | 20,073   | 26,319   | 26,319   |
| 8880 Financial Information System for California (State Operations) | 1        | -        | -        |

\* Dollars in thousands, except in Salary Range.

## 8380 Department of Human Resources - Continued

|  | 2010-11*    | 2011-12*    | 2012-13*     |
|--|-------------|-------------|--------------|
| Total Expenditures and Expenditure Adjustments                         | \$20,772    | \$27,700    | \$27,656     |
| FUND BALANCE   | \$9,666     | \$5,498     | \$3,681      |
| <b>0915 Deferred Compensation Plan Fund <sup>N</sup></b>               |             |             |              |
| BEGINNING BALANCE  | \$6,904,685 | \$8,104,790 | \$9,375,199  |
| Prior year adjustments   | 507         | -           | -            |
| Adjusted Beginning Balance   | \$6,905,192 | \$8,104,790 | \$9,375,199  |
| REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS                             |             |             |              |
| Revenues:  |             |             |              |
| 215600 Interest on Investments (Participants)                          | 1,115,113   | 1,170,869   | 1,229,412    |
| 221100 Other (Employee Contributions)                                  | 548,974     | 603,871     | 664,258      |
| 250300 Surplus Money Investments                                       | 74          | 83          | 91           |
| 299900 Fees and Licenses (Administrative Fees)                         | 12,030      | 10,500      | 10,500       |
| 299600 Other   | 219         | -           | -            |
| Total Revenues, Transfers, and Other Adjustments                       | \$1,676,410 | \$1,785,323 | \$1,904,261  |
| Total Resources  | \$8,581,602 | \$9,890,113 | \$11,279,460 |
| EXPENDITURES AND EXPENDITURE ADJUSTMENTS                               |             |             |              |
| Expenditures:  |             |             |              |
| 0840 State Controller (State Operations)                               | 10          | 26          | 17           |
| 8380 Department of Human Resources (State Operations)                  | 11,449      | 14,888      | 14,785       |
| Other Disbursements:   |             |             |              |
| Payments to Participants   | 465,353     | 500,000     | 500,000      |
| Total Expenditures and Expenditure Adjustments                         | \$476,812   | \$514,914   | \$514,802    |
| FUND BALANCE   | \$8,104,790 | \$9,375,199 | \$10,764,658 |
| <b>8049 Vision Care Program for State Annuitants Fund <sup>N</sup></b> |             |             |              |
| BEGINNING BALANCE  | \$430       | \$568       | \$1,828      |
| REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS                             |             |             |              |
| Revenues:  |             |             |              |
| 216100 Fees & Licenses (Administrative Fees)                           | 355         | 372         | 372          |
| 221100 Other (Retired Annuitant Contributions)                         | 8,789       | 9,668       | 10,635       |
| 250300 Income from Surplus Investments                                 | 4           | 4           | 4            |
| Total Revenues, Transfers, and Other Adjustments                       | \$9,148     | \$10,044    | \$11,011     |
| Total Resources  | \$9,578     | \$10,612    | \$12,839     |
| EXPENDITURES AND EXPENDITURE ADJUSTMENTS                               |             |             |              |
| Expenditures:  |             |             |              |
| 8380 Department of Human Resources (Unclassified)                      | 9,010       | 8,784       | 8,784        |
| Total Expenditures and Expenditure Adjustments                         | \$9,010     | \$8,784     | \$8,784      |
| FUND BALANCE   | \$568       | \$1,828     | \$4,055      |

## CHANGES IN AUTHORIZED POSITIONS

|   | Positions/Personnel Years |         |         | Expenditures        |          |          |
|---|---------------------------|---------|---------|---------------------|----------|----------|
|   | 2010-11                   | 2011-12 | 2012-13 | 2010-11*            | 2011-12* | 2012-13* |
| Totals, Authorized Positions                      | 206.7                     | 245.0   | 242.0   | \$13,949            | \$16,830 | \$17,404 |
| <b>Workload and Administrative Adjustments:</b>   |                           |         |         | <b>Salary Range</b> |          |          |
| <b>Governor's Reorganization Plan Number One:</b> |                           |         |         |                     |          |          |
| Transfers from SPB                                | -                         | -       | 89.3    | -                   | -        | 5,877    |
| <b>21st Century Project:</b>                      |                           |         |         |                     |          |          |
| Personnel Program Advisor                         | -                         | -       | 1.0     | 6,173-6,808         | -        | 78       |
| Staff Programmer Analyst-Spec                     | -                         | -       | 1.0     | 5,065-6,466         | -        | 69       |
| Staff Personnel Program Analyst                   | -                         | -       | 1.0     | 5,079-6,127         | -        | 67       |
| <b>Reductions in Authorized Positions:</b>        |                           |         |         |                     |          |          |

\* Dollars in thousands, except in Salary Range.

## 8380 Department of Human Resources - Continued

|   | Positions/Personnel Years |         |         | Expenditures |          |          |
|---|---------------------------|---------|---------|--------------|----------|----------|
|   | 2010-11                   | 2011-12 | 2012-13 | 2010-11*     | 2011-12* | 2012-13* |
| <b>Program 30</b>                                 |                           |         |         |              |          |          |
| <b>HR Modernization Program:</b>                  |                           |         |         |              |          |          |
| C.E.A. IV   | -                         | -2.0    | -2.0    | 9,018-9,939  | -148     | -148     |
| Data Processing Mgr IV                            | -                         | -1.0    | -1.0    | 7,825-9,059  | -104     | -104     |
| C.E.A. II   | -                         | -2.0    | -2.0    | 7,815-8,616  | -193     | -193     |
| Personnel Program Mgr II                          | -                         | -1.0    | -1.0    | 6,779-7,474  | -84      | -86      |
| Personnel Program Advisor                         | -                         | -3.0    | -3.0    | 6,173-6,808  | -234     | -234     |
| Personnel Program Analyst                         | -                         | -2.0    | -2.0    | 4,402-5,348  | -107     | -112     |
| Assoc Govt Program Analyst                        | -                         | -1.0    | -1.0    | 4,400-5,348  | -57      | -60      |
| Office Tech-Typing                                | -                         | -1.0    | -1.0    | 2,686-3,264  | -32      | -34      |
| Temp Help   |                           |         |         |              | -95      | -95      |
| <b>Workforce Cap:</b>                             |                           |         |         |              |          |          |
| Labor Relations Counsel II                        | -                         | -1.0    | -1.0    | 6,352-7,834  | -76      | -80      |
| Personnel Program Analyst                         | -                         | -1.0    | -1.0    | 4,402-5,348  | -53      | -55      |
| Office Tech-Gen                                   | -                         | -0.5    | -0.5    | 2,638-3,209  | -16      | -17      |
| <b>Governor's Reorganization Plan Number One:</b> |                           |         |         |              |          |          |
| C.E.A. III  | -                         | -       | -1.0    | 8,594-9,476  | -        | -108     |
| Labor Relations Counsel IV                        | -                         | -       | -1.0    | 8,492-10,484 | -        | -114     |
| Personnel Program Manager II                      | -                         | -       | -1.0    | 6,779-7,474  | -        | -86      |
| Labor Relations Counsel I                         | -                         | -       | -1.0    | 5,644-6,823  | -        | -75      |
| Staff Services Mgr II-Sup                         | -                         | -       | -1.0    | 5,576-6,727  | -        | -74      |
| Staff Personnel Program Analyst                   | -                         | -       | -1.0    | 5,079-6,127  | -        | -67      |
| Personnel Program Analyst                         | -                         | -       | -3.0    | 4,402-5,348  | -        | -175     |
| Assoc Govt Program Analyst                        | -                         | -       | -1.0    | 4,400-5,348  | -        | -58      |
| Staff Services Analyst-Gen                        | -                         | -       | -1.0    | 2,817-4,446  | -        | -44      |
| <b>Governor's Reorganization Plan Number One:</b> |                           |         |         |              |          |          |
| <b>(positions eliminated 6-30-2013)</b>           |                           |         |         |              |          |          |
| Labor Relations Counsel I                         | -                         | -       | -       | 5,644-6,823  | -        | -        |
| Staff Personnel Program Analyst                   | -                         | -       | -       | 5,079-6,127  | -        | -        |
| Staff Personnel Program Analyst                   | -                         | -       | -       | 5,079-6,127  | -        | -        |
| Staff Services Manager I                          | -                         | -       | -       | 5,079-6,127  | -        | -        |
| Associate Information Systems Analyst             | -                         | -       | -       | 4,619-5,897  | -        | -        |
| Associate Information Systems Analyst             | -                         | -       | -       | 4,619-5,897  | -        | -        |
| Associate Information Systems Analyst             | -                         | -       | -       | 4,619-5,897  | -        | -        |
| Personnel Program Analyst                         | -                         | -       | -       | 4,402-5,348  | -        | -        |
| Personnel Program Analyst                         | -                         | -       | -       | 4,402-5,348  | -        | -        |
| Personnel Program Analyst                         | -                         | -       | -       | 4,402-5,348  | -        | -        |
| Assoc Govt Program Analyst                        | -                         | -       | -       | 4,400-5,348  | -        | -        |
| Assoc Govt Program Analyst                        | -                         | -       | -       | 4,400-5,348  | -        | -        |
| Assoc Govt Program Analyst                        | -                         | -       | -       | 4,400-5,348  | -        | -        |
| Associate Personnel Analyst                       | -                         | -       | -       | 4,400-5,348  | -        | -        |
| Business Services Officer I                       | -                         | -       | -       | 3,658-4,446  | -        | -        |
| Staff Services Analyst-Gen                        | -                         | -       | -       | 2,817-4,446  | -        | -        |
| Office Tech-Typing                                | -                         | -       | -       | 2,686-3,264  | -        | -        |
| Office Tech-Typing                                | -                         | -       | -       | 2,686-3,264  | -        | -        |
| Office Tech-Typing                                | -                         | -       | -       | 2,686-3,264  | -        | -        |
| Office Asst-Gen                                   | -                         | -       | -       | 2,280-2,770  | -        | -        |
| Temp Help   | -                         | -       | -       | -            | -        | -        |

\* Dollars in thousands, except in Salary Range.

**8380 Department of Human Resources - Continued**

|                                      | <u>Positions/Personnel Years</u> |                |                | <u>Expenditures</u> |                 |                 |
|--------------------------------------|----------------------------------|----------------|----------------|---------------------|-----------------|-----------------|
|                                      | <u>2010-11</u>                   | <u>2011-12</u> | <u>2012-13</u> | <u>2010-11*</u>     | <u>2011-12*</u> | <u>2012-13*</u> |
| Totals, Workload & Admin Adjustments | -                                | -15.5          | 65.8           | \$-                 | -\$1,199        | 4,072           |
| Total Adjustments                    | -                                | -15.5          | 65.8           | \$-                 | -\$1,199        | \$4,072         |
| <b>TOTALS, SALARIES AND WAGES</b>    | <b>206.7</b>                     | <b>229.5</b>   | <b>307.8</b>   | <b>\$13,949</b>     | <b>\$15,631</b> | <b>\$21,476</b> |

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\* Dollars in thousands, except in Salary Range.